

Health & Safety Policy Statement

At Genco UK Group Ltd, Health and Safety is given the highest priority and will not be compromised for other objectives.

We are committed to the prevention of injury and ill health and providing a safe working environment for our employees and others who may be affected by our activities.

We operate an occupational Health & Safety Management System that has gained ISO 45001:2018 certification, where possible and practical to do so we will endeavour to exceed the minimum requirements of legislation.

Health and safety is an integral part of our business and has equal status to other aspects of business performance. Appropriate financial and physical resources will therefore be provided to implement this policy.

We recognise that successful health and safety management can only be achieved with the support and commitment of our employees.

All employees will be actively encouraged to take ownership of health and safety and empowered to assist in decision making. All employees and contractors will be made aware of their Health and Safety obligations, and compliance with this policy is a condition of employment.

We will ensure that all employees are consulted with and provided with suitable and sufficient information, instruction, training and, where necessary, supervision to enable them to work safely.

Through active monitoring of the company's safety performance and liaison with all employees and suppliers, our standards continue to develop and reflect on our commitment to Health & Safety.

Our Health and Safety Management System is committed eliminating hazards and reducing OH&S risks. The day-to-day management of health and safety is a responsibility of managers at all levels, especially our in-house HS&E Manager, but overall responsibility rests with the Managing Director, John Roberts. Professional external advice is also provided as required.

To facilitate continuous improvements in health and safety standards, we will identify specific health and safety objectives. A programme for the objectives will be outlined with timescales and responsibilities. Progress towards the objectives will be closely monitored and reviewed.

This Health and Safety policy will be continually monitored by way of contract/safety/review meetings. The policy will be reviewed and revised to meet the changing needs of the company and changes made by legislative requirements.

We will communicate the Health and Safety Policy to all employees', and it will be available to all employees and interested parties. This policy will be reviewed at least annually and updated as required to conform to current legislation.

This policy applies to Genco UK Group Ltd and all it's subsidiaries.

SIGNED: John Roberts
Operations Director



DATE: September 2025